



**President's Management Agenda
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION**

	CURRENT STATUS (As of September 30, 2007)		PROGRESS Fourth Quarter FY 2007	COMMENTS
Initiative HUMAN CAPITAL Agency Lead: Toni Dawsey Chief Human Capital Officer and Assistant Administrator for Human Capital Lead RMO Examiner: Ryan Schaefer OPM HC Officer: Jeanne Friedrich	 green Next ↑ est. by June 2008	<u>Human Capital Planning</u> <i>Comprehensive HC Plan</i> * — aligns with agency mission and strategically integrates all HC planning efforts (Y) * — results analyzed and used (G) <u>Organizational Structuring</u> * — organizational structuring incorporates workforce planning (Y) — achieves efficiencies in performance, service, and cost (G) <u>Human Capital Implementation</u> <i>Leadership/Knowledge Management</i> * — implements leadership succession strategy and meets milestones (Y) * — meets competency gap and bench strength targets (G) <i>Results-Oriented Performance Culture</i> X — performance pilot implemented (Y) X — SES, mgrs.' performance plans aligned, etc (Y) * — implements strategies to address workforce diversity (Y) X — performance pilot completed (G) X — 70% + of employees covered by PM systems (G) * — has a process to sustain workforce diversity (G) <i>Talent Management</i> * — meets competency gap closure milestones (Y) * — implements improve-hiring strategy (Y) * — meets competency gap targets and significantly reduces vacancies in MCOs(G) * — meets hiring improvement targets (G) <u>Human Capital Evaluation</u> <i>Accountability</i> — delivers HCMR including SSM results (Y) X — conducts audits (Y) — takes corrective action (G)	 green <u>Actions taken this quarter:</u> <ul style="list-style-type: none"> Signed MOU with MSPB to conduct 2007 survey; 1800 employees being surveyed and results will be available in Q2 FY2008 on NASA's Web Site. Conducted on-site Human Capital assessment audit review with OPM participation at HQS NASA. Worked with OMB and OPM to finalize PTB5 milestones. Updated workforce planning activities to support program decisions. Analyzed NASA employment activities to confirm it is operating and hiring in a Career Patterns environment. Updated its IT Workforce gap analysis and improvement plan. Reported its status on strengthening leadership development programs. Provided update on results of its management satisfaction survey. <u>Planned actions for next quarter:</u> <ul style="list-style-type: none"> Complete Q1 FY08 scorecard deliverables and PTB V milestones. Provide gap analysis report and improvement plan for acquisition occupations. Submit annual HCMR showing measures, results, and follow-on activities. 	NASA remains Green in Status and Green in Progress this quarter. <ul style="list-style-type: none"> NASA continues to move forward with accountability activities. Next review is planned for the Marshall Space Flight Center during Q1 2008. The report on the Johnson Space Center audit was issued this quarter. NASA enhanced its ability to provide its managers with near-real-time workforce information by deploying its Human Capital Information Environment (HCIE) Workforce Services Portal agency-wide in Q4FY07. This on-line access on desktops links quickly through a self-service, single entry point to Human Capital (HC) systems and reliable HC information.